

The Libyan connection

Libya—a north African country on the U.S. list of terrorism sponsors—agrees under pressure to give up its nuclear weapons program. Okay...now what? Have Y-12 handle it.

Since World War II, Y-12 has carried the national security banner and led with a can-do attitude. Recent world events have renewed that spirit and willingness to go above and beyond the call of duty to serve our country's national security needs.

And that is what Y-12 did in January on very short notice when it received Libya's stash of nuclear materials and prepared for a planeload of reporters and dignitaries to descend upon the

INSIDE

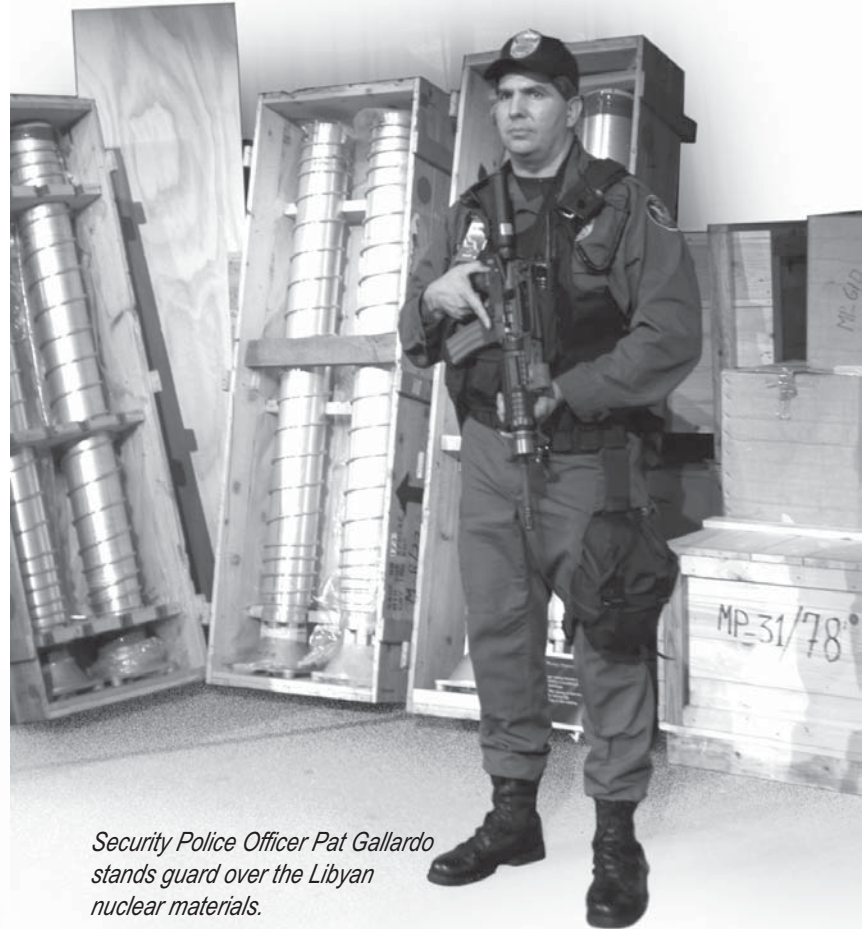
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Security Police Officer Pat Gallardo stands guard over the Libyan nuclear materials.

THE WHITE HOUSE
WASHINGTON
March 16, 2004

Dear Secretary Abraham:

The employees of the Department of Energy, and in particular the National Nuclear Security Administration and the Y-12 National Security Complex at Oak Ridge, should be enormously proud of their work in assisting Libya to eliminate its nuclear weapons program.

The skill and dedication of DOE nuclear experts have produced major accomplishments in a remarkably short period. The scope of our success was demonstrated during your visit to Oak Ridge -- a visit that required much hard work and a can-do spirit from the people at Y-12.

I know the President deeply appreciates your work and that of your employees in furthering his policies to combat weapons of mass destruction. Your efforts make America and the world a safer place.

Sincerely,

Condoleezza Rice
Assistant to the President for
National Security Affairs

The Honorable Spencer Abraham
Secretary of Energy
Washington, D.C. 20585



Complex to view the 50 crates of heavily guarded parts and equipment on display for their eyes only.

Duane Bias of National Security Programs managed the transfer and storage of equipment at Y-12 as well as the equipment setup for the media event. Donna Griffith of Human Resources provided overall coordination of the media event for the National Nuclear Security Administration's Y-12 Site Office. "Literally every division within Y-12 played a role in the success of the project," said Randy Spickard, director, National Security Programs.

Y-12 received the first shipment of materials and equipment for evaluation, testing, secure storage and disposition. "Happily the equipment is no longer in Libya, but this is only the tip of the iceberg," said Energy Secretary Spencer Abraham at the media tour he conducted at Y-12 on March 15 for the White House press corps, showcasing the surrendered materials.

The Libyan program was dismantled under the inspection and supervision of the U.N. International Atomic Energy Agency and in cooperation with the United States and Britain.

In October 2003, U.S. and allied agents intercepted a Libya-bound ship laden with tons of materials and equipment

continued on page 2

Denny's Desk . . .

Ask the hard questions

Conduct of Operations is something you are probably hearing more about around Y-12. It is an integral part of what we do at Y-12 and sets the standard for how we carry out our missions and sets the tone for safety and procedures.

We must be steadfast in following the procedures that we have and proactive in changing those procedures that hinder the work process and cause inefficiency. Before we begin a project or job, we should always start with a questioning attitude. "We've always done it this way" is not a valid answer. We need to dig deeper and find out why something has been done a certain way. We must continue to find ways to work smarter and safer. Do not be afraid to



question the things around you. You may feel that since you are not the expert in a certain area that your questions are invalid, but that is not true. Sometimes it takes a fresh look at something to reveal errors or needed changes. If everyone takes on a questioning and inquisitive attitude, Y-12 will be more "able, agile and affordable."

When we refuse to accept the status quo, great things begin to happen.

No More Surprises is a vehicle that I want every employee to use if they see anything that doesn't make sense or just doesn't seem right. Your questioning attitude will benefit the Y-12 Complex, your fellow employees and our great nation. So keep asking the hard questions that will keep us on task.

PSAP changing to HRP

The Human Reliability Program replaced the Personnel Security Assurance Program on April 22.

HRP is a single, comprehensive program developed to protect national security and worker and public safety.

Changes that will affect current PSAP employees are more stringent medical assessments and instructional requirements, such as random, unannounced alcohol testing, psychological evaluations and an annual supervisory review.

In addition, an educational program covering the objectives of HRP, individual roles and responsibilities and specific training for those with nuclear explosive duties will be completed by employees annually.

Participating employees will be required to provide signed releases, acknowledgements and waivers and answer questions truthfully and fully. They must report any condition or behavior that affects their abilities to perform HRP duties and report other HRP-certified individuals exhibiting behavior that is out of character.

Those involved in the HRP are vital to the mission of Y-12, and through their commitment and understanding of the program, the safe and secure operation of Y-12 is ensured.

Questions about HRP can be directed to B.J. Yearwood (574-3288) or your organizational coordinator.

Libyan connection – continued from page 1

intended to supply the country with all the tools it needed to build a nuclear weapons program and construct an atomic bomb.

As the world had long suspected, Libya had been trafficking in nuclear equipment and designs, and Alud Qadeer Khan, one of Pakistan's top scientists and known as the father of that country's nuclear weapons program, was the main supplier through his underground network.

Y-12, "The Fort Knox of Uranium," was the obvious place to receive the Libyan materials and equipment because of our expertise and our people. "We're a production facility. We know what is involved with this kind of work because we handle it every day. We didn't have to develop skills; we were ready. Because of our experience and collective knowledge, this is the perfect place to send material. They knew they could send it here, and we could handle it without question. Everyone at Y-12 should be extremely proud of the role we played in this very important mission," Spickard said.

This event was a tremendous victory in the war on terrorism and a defining moment in Y-12's expanding mission to combat the spread of weapons of mass destruction. Instead of this material and equipment being a threat in Libya, it is safe at Y-12. Libya is safer. America is safer. The world is safer.

Conner retires



Dennis Ruddy, president and general manager of BWXT Y-12, congratulates Buddy Conner on his 43-year career with BWX Technologies. Conner served the last three years as deputy manager of operations at Y-12. Conner plans on enjoying his retirement by spending time with grandchildren and playing golf.

Garden safety

Soon the smell of freshly mowed lawns and mulch will waft through the air, but all may not be well in the garden. Brush up on safety before using your spring garden tools.

- Before using any appliance or tool, read and follow the manufacturer's instructions.
- Learn the controls well enough to act instantly in an emergency and to stop the machine/tool quickly.
- Always start lawn mowers outdoors. Never operate mowers where carbon monoxide can collect, such as in a closed garage, storage shed or basement.
- Do not operate lawn mowers on wet grass.
- Pay attention to warning markings.

- Make sure all safety guards are in place and keep the mower's blades sharp. If you hit a foreign object or have a mower malfunction, turn off the mower before inspecting for damage.
- Keep your hands and feet away from the mower's blades. Make all adjustments to the blades with the motor off.
- Before each use, inspect tools for frayed power cords and cracked or broken casings. Don't use damaged tools or attempt to repair them yourself.
- Always wear proper attire. Keep clothing, hands and feet away from cutting blades at all times. Never wear jewelry when working with tools.
- Always wear safety glasses.

Early morning meetings stretch employees

Loud music greets the attendees as they get ready to start their day with stretching exercises—rolling their shoulders, bending from the waist or stretching their hamstrings in time to the music.

Gene Phillips and other Building Services Employees attend a daily meeting in the 9711-1 east conference room to discuss safety issues and plans for the coming day. Before they head off to their separate areas, they prepare themselves for the rigors of the day by warming up and stretching their muscles.

The 9711-1 crew is joined each morning by other curious occupants of the building. A. C. Hollins, Facilities, Infrastructure and Services division manager, and his staff are regular participants at the meetings as well as members of the Behavior-Based Safety Team and Information and Materials employees.

According to the exercisers, the day just goes better when they begin by stretching.

The Clean Sweep/BSE/Waste and Material Transportation group, under the leadership of Eva Irwin, has several stretching teams that meet across Y-12 to start their day.

Several groups began their stretching meetings in May 2003 after having a few sprain-type injuries occur. Since beginning this



Y-12 employees start their mornings right by stretching before beginning the day's work.

program, neither the Clean Sweep nor the Waste and Material Transportation group has experienced a single soft tissue injury!

The stretching program aims to reduce strains, sprains and falls that are common work hazards while keeping safety a top priority.

Recycling oil saves money

Sometimes the only reason we do something is because "that's the way we've always done it." For Gary Marlow of Facilities, Infrastructure and Services, that's not a good enough reason.

Marlow, an environmental officer for Operational Compliance, developed a plan for recycling polychlorinated biphenyl-detectable oil to a licensed, off-site contractor. His plan resulted in saving

the Y-12 National Security Complex \$1,935 per 55-gallon drum of oil.

Past practice had been to dispose of the PCB-detectable oil as waste through Waste Operations at an approximate cost of \$5 per pound. The recycler charges the company a flat rate of \$65 per 55-gallon drum.

The recycling plan was implemented by Mike Blalock of Utilities Management

and Roscoe Shipley of Maintenance. In January, 22 drums were shipped to the recycler, resulting in a cost savings of \$42,570.

The projected annual shipment of PCB-detectable oil is 44 drums at a cost savings of \$85,140.

This plan is just one more example of employee-initiated improvement in the way we do business.

THE Y-12 COMPLEX Safeguards & Security Sentinel

Keeping an eye focused on security

Ever think that the high-tech gadgets used in movies such as *Mission: Impossible* are light-years away from making an appearance in the real world? Think again. Iris recognition technology, a “human authentication” system, is being used at Y-12 to positively verify a badge holder’s identity.

The commercially available technology is in limited use at Y-12, pending testing and acceptance.

The additional protection measure is just one way that Y-12 is addressing the increased security threat.

Mike Bath, a systems engineer with Safeguards and Security, noted that adding the technology to Y-12’s protective systems repertoire is a good business practice to help mitigate the “deceit pathway.” “An outsider can fabricate a badge but not an iris,” said Bath.

Peerless peepers

Iris recognition technology identifies people by the patterns of the iris, the colored ring around the pupil of the eye. The iris, like a fingerprint or voice, is unique to each individual.

A machine is used to capture the iris image—just like taking a picture. Through a series of high-resolution digital photos, the machine creates a code of 240 separate data points. The likelihood of two irises having the same code is almost impossible—1 in 10^{78} . (For the mathematically challenged, that’s 1 with 78 zeros after it—far more than the Earth’s population, which is less than 10^{10} .)

Virtually foolproof

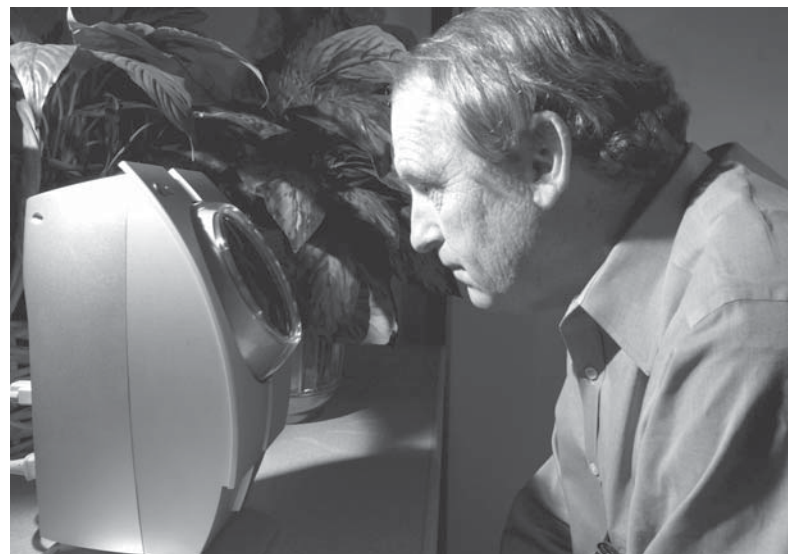
Once a person is registered in the system, identification can be made in a mere 2 seconds, even when wearing glasses or contact lenses. Is there a way to fool the system—say, gain entry into a building by using a photograph of an eye?

No, says Bill Leinart, the systems engineer who acquired the technology for Y-12. “The iris registered in the system must match exactly with the iris of the person wanting access to a facility. The pupil of an eye is constantly expanding and contracting, so a photograph won’t work.”

‘Smarter’ security

Y-12 plans to investigate other authentication systems. “We plan to test other automated access control systems in order to install the best combination of security tools for Y-12,” said Leinart.

Security at Y-12 is not static. With the implementation of new technology, Y-12’s security operations are smarter than ever.



Bill Brumley, head of the National Nuclear Security Administration’s Y-12 Site Office, has the image of his iris captured using iris recognition technology.

Clements resumes security post

Butch Clements has returned to the helm of Safeguards and Security, and he couldn’t be happier.

He notes that “on 9/11, it was hard not to be in security.” Post-9/11, however, there can be no doubt about the importance of security, and Clements is convinced that Y-12 employees understand and respect the importance of security.

There is a balance, he acknowledges, between security and production. The goal is “to be an honest broker of appropriate security in a production environment.”

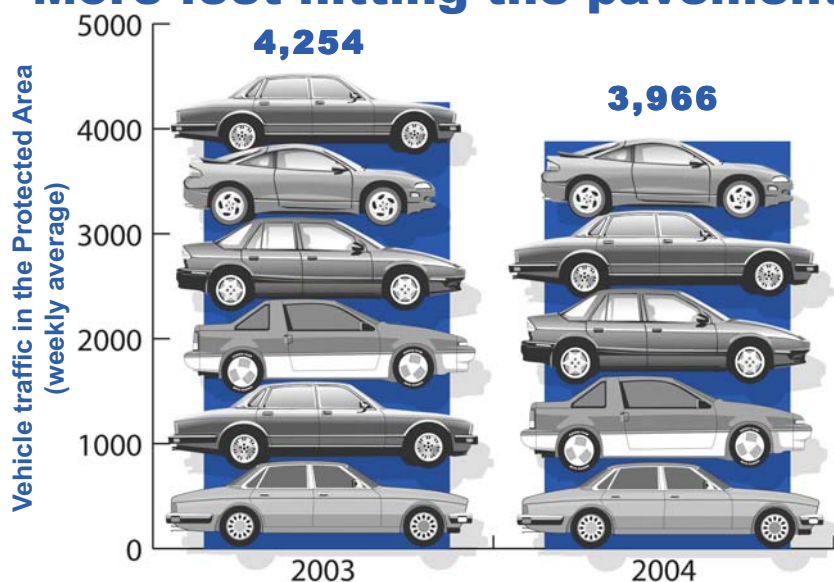
At times, he knows, security measures are inconvenient and time-consuming, but “we need to remember what’s at stake here.” Keeping our site and, indeed, our nation secure are well worth delays at portals.

Security at Y-12 is always a team effort, says Clements. Everyone—from security professionals to subcontractors—is a part of that team.

As to the recent criticism of security at Y-12, Clements notes that we were ahead of the curve in assessing the post-9/11 threat. In fact, as President and General Manager Dennis Ruddy noted in his March 4 testimony to Congress, “we have completed all the triage actions to mitigate the increased risk” and “Y-12 is prepared to address the new adversary threat” in advance of the required date.

Clements further asserts that our Protective Force is among the best trained in the world. “They would give their lives to protect this facility. Where else can you find that kind of dedication?”

More feet hitting the pavement



The number of motor vehicles entering and exiting Y-12's Protected Area has been reduced by 7% in fiscal 2004 as compared to the previous year. The goal is to reduce vehicle usage by at least 25% (to roughly 3,190 vehicles per week). Vehicle access must be kept to a minimum to permit effective security searches and to maximize timeliness for essential traffic.

Spring-cleaning also applies to classified documents

This time of year we usually pull out our weed wackers at home. At work, we also need to do some spring-cleaning.

Per the *Manual for the Protection and Control of Classified Matter* (Y19-203), accountable and nonaccountable classified matter holdings must be reduced to the absolute minimum consistent with operational requirements. Document holdings must be reviewed routinely to determine whether classified material must be retained.

Employees are required twice yearly to complete and verify a classified repository inventory. Additionally, when a custodian is moved, the repository combination must be changed.

When originating a document, authors should attempt to make the majority of the document unclassified, using appendices for classified material.

Documents not needed daily should be prepared for storage and forwarded to Y-12 Site Records for archiving. Documents that no longer need to be retained must be destroyed in accordance with Y19-203.

CMPC classroom training a hit

A total of 90% of employees who have taken the Classified Matter Protection and Control training responded that they were glad that the module had returned to the classroom, which provides an opportunity to ask questions and discuss the many "gray" areas of the *Manual for the Protection and Control of Classified Matter*, Y19-203. The class addresses recent changes in the CMPC and the policies that effected these changes. All BWXT Y-12 employees who work with classified information are required to attend the training. For more information, contact O.J. Sheppard (os1; 574-1594).

Integrated Safeguards and Security Management (ISSM) roles and responsibilities

Management:

- ✓ Provide leadership in actively promoting and practicing security requirements.
- ✓ Provide employees clear security performance expectations and roles and responsibilities.
- ✓ Ensure employees are competent and trained to work securely.
- ✓ Hold employees accountable to perform work activities securely.
- ✓ Foster employee involvement in planning, performing, assessing and improving secure conduct of work.
- ✓ Ensure security measures and principles are followed.
- ✓ Use "Stop Work" authority if unsecured conditions exist.
- ✓ Conduct management assessments/self-assessments and other checks (e.g., walk down work areas) to measure compliance and performance of employees.
- ✓ Provide resources and take corrective actions to resolve security findings.
- ✓ Encourage employees to stay abreast of security programmatic changes.
- ✓ Provide suggestions/recommendations on security changes, improvements and procedures.
- ✓ Discuss topics related to security in staff meetings.

Employees:

- ✓ Adhere to all security requirements.
- ✓ Challenge, caution and correct anyone observed not complying with security rules and regulations.
- ✓ Question any directive or order that requires the completion of a task that violates established security procedures.
- ✓ Report security incidents promptly to supervision.
- ✓ Identify the security requirements applicable to assigned work.
- ✓ Comply with security training requirements.
- ✓ Use "Stop Work" authority if unsecured conditions exist.
- ✓ Plan and integrate security requirements into all activities.
- ✓ Consult with subject matter experts (e.g., authorized derivative classifiers, computer security) as needed to determine security needs.
- ✓ Perform walkdowns of work areas to identify changes that would impact security.
- ✓ Provide feedback on the adequacy of work controls to improve those controls and enhance security measures.
- ✓ Discuss topics related to security in staff meetings.

Y-12 disposes of excess weapons parts

On March 5, 2004, the Disposition Program in Directed Stockpile Work, Y-12 Waste Operations and Material Management made Y-12 history by shipping 1,170 cubic feet of classified weapons parts to the Nevada Test Site for long-term retrievable storage.

The Y-12 team has been working since October 2003 to develop and flowchart the processes and procedures to ensure the safe, secure and cost-effective disposal of excess parts to NTS.

"This success opens up a whole new world for disposition of excess low-level contaminated weapons materials, providing Y-12 with a new disposition path not previously available," says Lisa Shope, Disposition program manager for DSW.

Previous shipments of weapon-related materials to NTS had been managed by Bechtel Jacobs Company under its waste management

contract with the National Nuclear Security Administration. The March shipment was not waste, but rather "excess nuclear materials

management inventory" according to the NNSA shipment approval letter.

The effort leading up to the shipment involved developing the processes and procedures for identifying the



John Ward of Material Management loads the first container of excess parts into the truck for shipment to the Nevada Test Site.

excess materials and ensuring that all relevant security and quality control requirements could be met as a routine business practice.

More than 4,000 cubic feet of excess classified parts/materials are planned for shipment to NTS during fiscal 2004. Plans are to increase shipments to NTS each year until all excess weapons parts/materials are dispositioned.

Y-12 sweeps up

The Clean Sweep program, managed by Eva Irwin of the Facilities, Infrastructure and Services division, is taking action, setting standards and cleaning up our site.

The goal of the program is to make cost-effective decisions and a visible impact on the site and the site's appearance while protecting human health and the environment. Since its inception, the Clean Sweep program has cleaned 32 of the 70 areas identified for cleanup.

The Clean Sweep crew has shipped off site or recycled the following:

- 226 tons of scrap metal,
- 70 clean rails,
- 71 tandem loads of wood and pallets,
- 12 loads of recycle materials,
- 40 flatbed loads and 37 roll-offs of scrap metal,
- 19 loads of broken furniture,
- 5 loads of special industrial waste,
- 60 55-gallon oil drums, and
- more than 200 5-gallon plastic buckets.

The Clean Sweep program has also made improvements to its process by implementing standardized forms to process generic-type materials/waste going to the Y-12 Landfill. As part of the work activities, the program now provides a turnkey service to maintenance customers to dispose of materials known as "clean waste" that are generated from Maintenance Job Requests.

Y-12 pollution prevention wins three awards

The Y-12 National Security Complex won three National Nuclear Security Administration P² Best in Class awards for pollution prevention.

Participants in these initiatives included Y-12ers from various organizations.

Innovative Roadway Paving Application—Gary Calvert, Doug Kelley, Sam White, Jerry Hopwood and Lynn Roddy (Facilities, Infrastructure and Services); Mick Wiest, Stanley "Buzz" Leffew and Norma Luttrell (Environment, Safety & Health)

Y-12 Pollution Prevention Awareness and Outreach Team—Jonathan Bowling, Gary Bowling, Eva Irwin, Dillard Jones, Marc Lambo, Tim Leach and Ron Walton (FI&S); Wanda Banks, Linda Barkley, Scott Burgess, Nancy Harold, Tom Oatts and Suzanne Worthy (Quality Assurance); Bruce Boles (Manu-

facturing); Gary Bowman, Lorry Ruth and Garland Sharp (Human Resources); Robert Cox, Cindy Hartsell, Terrance Jones, Carol Long, Bonzie Norman, Aprell Patterson, Lewis Patterson, Mark Shedden, Jan Gilbert and Dana Glass (ES&H)

Infrastructure Reduction—Minimizing the Footprint and Maximizing Recycling—James Stewart, William Hevrdeys, John Mattson, Jack Rider and Raymond Smith (FI&S); Richard Bartosik, Joseph Boudreaux and Stanley Richards (Engineering); James Blair, David Dinse, Stephen Pulsford and Sherree Shaw (Projects); Donald Bohrman, Derrick Dameron, Sam Easterling, Holly Pichiarella, Andrejs Simanis, Jan Gilbert and Arlin Yeager (ES&H); James Huddleston (Information and Materials)

Congratulations and thanks to all who participated in these initiatives to improve the Complex.

Service Anniversaries –

March

25 years

Human Resources: Celia M. Townsend

Manufacturing: William A. Young

Planning and Integration: Peggy T. Hughes

20 years

Applied Technologies: Robert M. Wilson

Engineering: Steven A. Blasingame

Environment, Safety and Health: Lori C. Cappiello

Facilities, Infrastructure and Services: Gary L. Hensley

Financial Management: William C. Hudson Jr. and Sharon E. Rose

Planning and Integration: Tim J. Brannon

Quality Assurance: Sophie J. Bobrowski, Sheila Churnetski and Emma S. Lankford

April

35 years

Campaigns: James R. Snyder

Engineering: William O. Owens

Facilities, Infrastructure and Services:

Douglas Chandler, Dennie B. Goodman, Jeffrey A. Lowe, Brian A. Shanks

Information and Materials: James W. Hamby Jr., Bobbie J. Russell, Frank A. Young

Manufacturing: Terry W. Barnes, David F. Brummitt, Susie M. Collier, Ralph F. Graham Jr., Burlin McKinney, Jerry Owens, James R. Queener, William J. Reynolds

Quality Assurance: Freddy A. Armes, Jesse L. Haney, John N. Jones, Rodney W. Fincher, Emmett J. Walker

30 years

Engineering: Ramond M. Lawson II, Gregory A. Niemeyer

Environment, Safety and Health: Cinda L. Beeler

Human Resources: John E. Ridley

Quality Assurance: Charles L. Watson

25 years

Engineering: Gwenda R. Childress, William H. Power

Facilities, Infrastructure and Services: Roy W. Carpenter, James N. Coward, Donnie L. Jones

Financial Management: Sandra D. Honeycutt

Manufacturing: Virgil R. Hart, William P. Hughes, Raymond R. Lasley, James T. Lowery, Charles W. Moody, William V. Rankin, Marshall L. Rickard, Gerald A. Snyder

Planning and Integration: David C. Roland

Projects: Patricia G. Wilson

Quality Assurance: William E. Hodge Jr., Randy O. McCloskey

20 years

Applied Technologies: Quirinus G. Grindstaff, Dewey P. Harless

Engineering: James T. Fowler

Environment, Safety and Health: Pamela D. Slaughter, Margaret W. Terrell

Financial Management: Teresa N. Thrower

Quality Assurance: Larry E. Bowers, Mary W. Dye

Correction: The following person was inadvertently omitted in the December anniversaries. We apologize for this oversight.

20 years

Engineering: Young Y. Chan

Four gain Six Sigma Black Belt

Don Blackburn and Keith Gosnell, formerly of Environment, Safety, and Health; Brian Gullett, formerly of Planning and Integration; and Debbie Hunter, formerly of Safeguards and Security, were certified as Six Sigma Black Belts in February, bringing the number of full-time Y-12 Black Belts to seven.

The Six Sigma process promotes productivity and process improvements across the Complex rather than in just one area by including five steps in project management: identifying, measuring, analyzing, improving, and controlling.

All four Black Belts returned from training with a new outlook on the Six Sigma process. Blackburn said central to the training was gaining a new perspective to determine if work processes can be done quicker and cheaper and if any defects can be reduced.

Gullett emphasized that Six Sigma is a “data-driven process,” and Hunter added, “A particularly challenging aspect of the training was learning new software programs while at the same time learning the Six Sigma concepts.”

Gosnell provided a good summary. “The training took us out of our comfort zone and forced us to look at everything as a process.”

The Black Belts will work full time for two years in the Six Sigma program, and then they expect to be integrated back into the plant population.



New gantry mill

Machine operators Joe Hinton (front left) and Greg Justice of Manufacturing demonstrate the new gantry mill for Congressman Zach Wamp (center) during the congressman's visit to the Y-12 National Security Complex in early March.



Question: I am interested in applying for a grant from BWXT Y-12 on behalf of a local nonprofit organization. Who do I contact for guidance in this matter?

Answer: Visit the BWXT Y-12 Corporate Contributions Program and guidelines Web site at <http://www.y12.doe.gov>, and select Community Involvement and then Contributions Program. A link to the application form is also provided. The corporate contributions budget has been established for CY 2004 to reflect the company's contribution priorities. To designate the remaining small budget, other requests will be evaluated against additional applications received. If you have questions or need a copy of the program guidelines and application form, please contact Pat Carson at 241-8356.



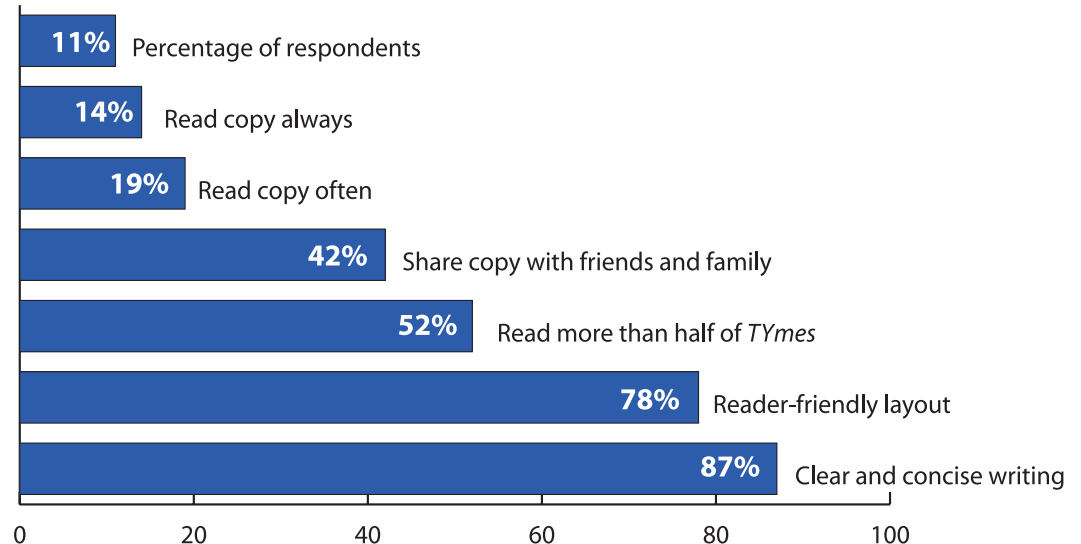
Libutti visits Y-12

Lt. Gen. Frank Libutti (center), Department of Homeland Security for Information Analysis and Infrastructure Protection undersecretary, recently visited the Y-12 National Security Complex. From left, Maj. Gen. Jerry Humble, director of Tennessee's Department of Homeland Security; Bill Brumley, local chief for the National Nuclear Security Administration; Judy Johns, Y-12's special assistant to Humble; and Dennis Ruddy, president and general manager of BWXT Y-12.

And the survey says . . .

In the November 2003 *BWX TYmes* reader survey, readers suggested fewer photos and stories on upper management and more on the employees. The editorial staff is addressing this request and is working to improve the content and style of the newsletter.

Story suggestions or ideas to improve the *BWX TYmes* should be directed to Melissa Leinart (6ml) at 574-1621.



BWXTYmes

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